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## Collective Bargaining in the Great Recession

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**36<sup>th</sup> Annual Joint Labor/Mgmt Conference**  
**April 20, 2009 Lunch Address: Randi Weingarten**

Notes

- Collective bargaining in this great recession
  - We should adhere to effective collective bargaining strategies in good times and in bad. This is not advice for a recession only.
  - What's effective?
    - When labor and management talk about their commonalities, rather than the issues that divide them.
    - When labor and management develop trust and learn to put themselves in the position of the other.
  - Instead of bickering, labor and management should use this time to begin thinking about how colleges and universities should work, especially when we have a President committed to higher education.
- An Administration committed-
  - The Obama Administration understands that the economy and education are connected.
  - We now have access to the White House
  - This is an opportunity for labor and management, but we have to work together to take full advantage of it.

For example, we have shared interests in the budget battle.
- The climate between labor and management
  - Getting along, trusting one another is conducive to breaking out of the box.
  - Getting along will lead us to solving all other issues.
  - Two issues labor and management must address in higher ed:
    - The contingent faculty dilemma
    - What happens to the university when you don't have fulltime faculty
      - What happens to the robustness of the university
      - What happens to the university's culture
      - What negative effects students feel